



County of Los Angeles  
**CHIEF EXECUTIVE OFFICE**

713 KENNETH HAHN HALL OF ADMINISTRATION  
LOS ANGELES, CALIFORNIA 90012  
(213) 974-1101  
<http://ceo.lacounty.gov>

WILLIAM T FUJIOKA  
Chief Executive Officer

March 20, 2012

The Honorable Board of Supervisors  
County of Los Angeles  
383 Kenneth Hahn Hall of Administration  
500 West Temple Street  
Los Angeles, CA 90012

Dear Supervisors:

**APPROVAL OF AMENDMENTS TO THE MEMORANDA OF UNDERSTANDING FOR  
BARGAINING UNITS 601–FIRE FIGHTERS; 602–SUPERVISING FIRE FIGHTERS;  
611–PEACE OFFICERS; 612–SUPERVISORY PEACE OFFICERS; 613–PUBLIC  
DEFENDER INVESTIGATORS; 641–BEACH LIFEGUARDS; 642–SUPERVISORY  
BEACH LIFEGUARDS; AND 701–DEPUTY PROBATION OFFICERS  
(ALL DISTRICTS)  
(3-VOTES)**

**SUBJECT:**

The Chief Executive Officer is recommending that the Board approve Amendments to several Memoranda of Understanding (MOU) to extend the terms and conditions of the MOUs for one year.

The current MOUs for Bargaining Units 601 – Fire Fighters; 602 – Supervising Fire Fighters; 641 – Beach Lifeguards; and 642 – Supervisory Beach Lifeguards, expired on December 31, 2011.

The current MOUs for Bargaining Units 611 – Peace Officers; 612 – Supervisor Peace Officers; 613 – Public Defender Investigators; and 701 – Deputy Probation Officers, expired on January 31, 2012.

**IT IS RECOMMENDED THAT YOUR BOARD:**

1. Approve Amendments to the Memoranda of Understanding (MOU) for the following Bargaining Units:

601 – Fire Fighters, Amendment No. 5;  
602 – Fire Fighters, Amendment No. 5;

Board of Supervisors  
GLORIA MOLINA  
First District

MARK RIDLEY-THOMAS  
Second District

ZEV YAROSLAVSKY  
Third District

DON KNABE  
Fourth District

MICHAEL D. ANTONOVICH  
Fifth District

- 611 – Peace Officers, Amendment No. 6;
  - 612 – Supervisory Peace Officers, Amendment No. 7;
  - 613 – Public Defender Investigators, Amendment No. 4;
  - 641 – Beach Lifeguards, Amendment No. 5;
  - 642 – Supervisory Beach Lifeguards, Amendment No. 5; and
  - 701 – Deputy Probation Officers, Amendment No. 6.
2. The current MOUs for Units 601–Fire Fighters; 602–Supervising Fire Fighters; 641–Beach Lifeguards; and 642–Supervisory Beach Lifeguards, expired on December 31, 2011. The Certified Employee Organizations, with the agreement of the Chief Executive Office, are requesting that the MOUs be extended one year to December 31, 2012.
  3. The current MOUs for Units 611–Peace Officers; 612–Supervisory Peace Officers; 613–Public Defender Investigators; and 701–Deputy Probation Officers, expired January 31, 2012. The Certified Employee Organizations, with the agreement of the Chief Executive Office, are requesting that the MOUs be extended one year to January 31, 2013.

**PURPOSE OF THE RECOMMENDED ACTION:**

The purpose of the Amendments is as follows:

1. Extend the terms and conditions of the MOUs for one year;
2. Provide for the continuation of salaries;
3. Provide for the continuation of certain special pay practices relating to:
  - Uniform and/or clothing allowance;
  - Sick leave accrual exchange (buy back); and
  - The Wellness/Fitness for Life Program for Units 601–Fire Fighters; 602–Supervising Fire Fighters; 641–Beach Lifeguards; and 642–Supervisory Beach Life Guards.

**IMPLEMENTATION OF STRATEGIC PLAN GOALS**

The recommended action promotes fiscal prudence and service excellence between the County of Los Angeles and the Certified Employee Organizations; thereby providing more effective, efficient, and comprehensive services to Los Angeles County.

**FISCAL IMPACT/FINANCING**

There will be no new costs associated with these Amendments. All existing costs will be absorbed within each Department's budget.

**FACTS AND PROVISIONS:**

The agreement has been reviewed and approved as to form by County Counsel.

**CONCLUSION**

Your approval of these Amendments will enhance the operational effectiveness of the departments.

Respectfully submitted,



WILLIAM T FUJIOKA  
Chief Executive Officer

WTF:JA:DLW  
PDC:rlid

Attachment

c: Executive Officer, Board of Supervisors  
County Counsel  
Auditor-Controller

AMENDMENT NO. 5  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
FIRE FIGHTERS  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 5 TO THE MEMORANDUM OF UNDERSTANDING, made and entered into this 20<sup>th</sup> day of March, 2012,

BY AND BETWEEN

Authorized Management Representatives (hereinafter referred to as "Management") of the County of Los Angeles (hereinafter referred to as "County"), and the County Forester and Fire Warden

AND

LOS ANGELES COUNTY FIRE FIGHTERS, LOCAL 1014, IAFF, AFL-CIO

WHEREAS, on the 17<sup>th</sup> day of May, 2005, the parties entered into a Memorandum of Understanding regarding the Fire Fighters Employee Representation Unit , which Memorandum of Understanding (MOU) was subsequently approved and ordered implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

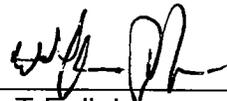
1. Amend Article 6 – Term: to reflect the Terms of the MOU for one (1) year to 12:00 midnight on December 31, 2012.
2. Amend Article 8 – Renegotiation: to reflect revisions necessary to correspond with a one (1) year extension the term of the MOU:
  - Written Notice to commence negotiations, as well as full and entire proposal for such successor MOU;
  - Negotiations shall begin no later than September 1, 2012.
3. Amend Article 11 – Uniforms; to provide a uniform allowance consistent with an extended contract term as follows: Change dates to December 1 & 15, 2012.
4. Add Appendix A – Wellness/Fitness for Life Program: Continue with negotiated agreement for term of the MOU ( 12-31-2012).
5. This Amendment No. 5 to said MOU constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 5 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 5, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 5 the day, month and year first above written.

LOS ANGELES COUNTY  
FIRE FIGHTERS  
LOCAL 1014

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
Dave Gilotte,  
President, Fire Fighters  
Local 1014

By   
William T Fujioka  
Chief Administrative Officer

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO. 5  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
SUPERVISORY FIRE FIGHTERS  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 5 TO THE MEMORANDUM OF UNDERSTANDING, made  
and entered into this 20<sup>th</sup> day of March, 2012,

BY AND BETWEEN

Authorized Management Representatives  
(hereinafter referred to as "Management") of  
the County of Los Angeles (hereinafter referred  
to as "County"), and the County Forester and  
Fire Warden

AND

LOS ANGELES COUNTY FIRE FIGHTERS,  
LOCAL 1014, IAFF, AFL-CIO

WHEREAS, on the 17<sup>th</sup> day of May, 2005, the parties entered into a  
Memorandum of Understanding regarding the Supervisory Fire Fighters Employee  
Representation Unit , which Memorandum of Understanding (MOU) was subsequently  
approved and ordered implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the  
MOU as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

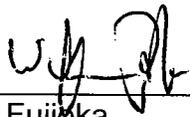
1. Amend Article 6 – Term: to reflect the Terms of the MOU for one (1) year to 12:00 midnight on December 31, 2012.
2. Amend Article 8 – Renegotiation: to reflect revisions necessary to correspond with a one (1) year extension the term of the MOU:
  - 
  - Written Notice to commence negotiations, as well as full and entire proposal for such successor MOU;
  - Negotiations shall begin no later than September 1, 2012.
3. Amend Article 11 – Uniforms; to provide a uniform allowance consistent with an extended contract term as follows: Change dates to December 1 & 15, 2012.
4. Add Appendix A – Wellness/Fitness for Life Program: Continue with negotiated agreement for term of the MOU ( 12-31-2012).
5. This Amendment No. 5 to said MOU constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 5 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 5, which was applicable to the implementation of the original MOU.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 5 the day, month and year first above written.

LOS ANGELES COUNTY  
FIRE FIGHTERS  
LOCAL 1014

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
Dave Gilotte,  
President, Fire Fighters  
Local 1014

By   
William T Fujioka  
Chief Administrative Officer

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO. 6  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO THE BOARD OF SUPERVISORS  
REGARDING THE  
PEACE OFFICERS  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 6 TO MEMORANDUM OF UNDERSTANDING made and entered into this 20<sup>th</sup> day of March, 2012.

BY AND BETWEEN

Authorized Management Representative  
(hereinafter referred to as  
"Management") of the County of Los  
Angeles (hereinafter referred to as  
"County")

ASSOCIATION FOR LOS ANGELES  
DEPUTY SHERIFFS (hereinafter  
referred to as "ALADS" or "Union").

WHEREAS, on the 15<sup>th</sup> day of December, 2009, the parties entered into a Memorandum of Understanding regarding the Peace Officers Employee Unit, which Memorandum of Understanding was subsequently approved and ordered implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

1. Amend Article 5 – Term; to reflect an extension of the term of the MOU to 12:00 midnight on January 31, 2013.
  
2. Amend Article 6 – Renegotiation; to reflect revisions necessary to correspond with an extension of the term of the MOU:
  - Written notice to commence negotiations no later than September 15, 2012;
  
  - Negotiations to begin no later than October 15, 2012;
  
  - November 30, 2012 as impasse date.
  
3. Amend Article 10 – Uniforms; to provide a uniform allowance consistent with an extended contract term:
  - Change dates to November 1, 2012; December 1 & 15, 2012.
  
4. Amend Article 31 – Authorized Agents Section B to:
  - (Address: 2 Cupania Circle, Monterey Park, CA 91755; Telephone: (323) 213-4005).

5. Amend Appendix F – Sick Leave Accrual Exchange, Section 4; to provide buy back dates consistent with an extended contract term:
  - Change date for payment for up to two (2) additional sick leave days on July 1, 2012.
  
6. This Amendment No. 6 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 6 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 4, which was applicable to the implementation of the original Memorandum of Understanding.

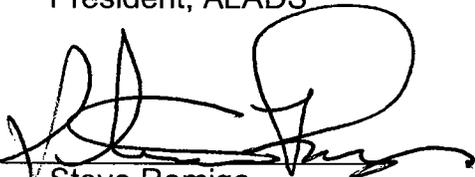
IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 6 the day, month and year first above written.

ASSOCIATION FOR LOS ANGELES  
DEPUTY SHERIFFS (ALADS)

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
Floyd Hayhurst  
President, ALADS

By   
William Fujitoka  
Chief Executive Officer

By   
Steve Remige  
Executive Director, ALADS

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO. 7  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO THE BOARD OF SUPERVISORS  
REGARDING THE  
SUPERVISORY PEACE OFFICERS  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 7 TO MEMORANDUM OF UNDERSTANDING made and entered into this 20<sup>th</sup> day of March, 2012.

BY AND BETWEEN

Authorized Management Representative (hereinafter referred to as "Management") of the County of Los Angeles (hereinafter referred to as "County")

PROFESSIONAL PEACE OFFICERS ASSOCIATION (hereinafter referred to as "PPOA" or "Union").

WHEREAS, on the 15<sup>th</sup> day of December, 2009, the parties entered into an Amendment No. 6 to the Memorandum of Understanding regarding the Peace Officers Employee Unit, which was subsequently approved and ordered implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the Articles as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

1. Amend Article 5 – Term; to reflect an extension of the term of the MOU to 12:00 midnight on January 31, 2013.
  
2. Amend Article 6 – Renegotiation; to reflect revisions necessary to correspond with an extension of the term of the MOU:
  - Written notice to commence negotiations no later than September 15, 2012;
  
  - Negotiations to begin no later than October 15, 2012;
  
  - November 30, 2012, as impasse date.
  
3. Amend Article 9 – Uniforms; to provide a uniform allowance consistent with an extended contract term:
  - Change dates to November 1, 2012; December 1 & 15, 2012.

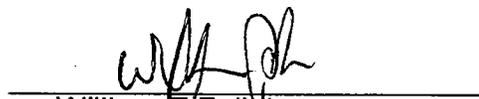
4. Amend Appendix F – Sick Leave Accrual Exchange, Section 4; to provide buy back dates consistent with an extended contract term:
  - Change date for payment for up to two (2) additional sick leave day on July 1, 2012.
  
5. This Amendment No. 7 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 7 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 4, which was applicable to the implementation of the original Memorandum of Understanding.

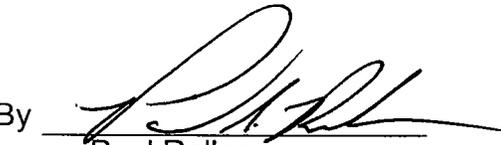
IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 7 the day, month and year first above written.

PROFESSIONAL PEACE OFFICERS  
ASSOCIATION (PPOA)

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
\_\_\_\_\_  
Brian Moriguchi  
President, PPOA

By   
\_\_\_\_\_  
William Fujioka  
Chief Executive Officer

By   
\_\_\_\_\_  
Paul Roller  
Executive Director, PPOA

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO. 4  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
PUBLIC DEFENDER INVESTIGATORS  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 4 TO THE MEMORANDUM OF UNDERSTANDING, made  
and entered into this 20<sup>th</sup> day of March, 2012,

BY AND BETWEEN

Authorized Management Representatives  
(hereinafter referred to as "Management") of  
the County of Los Angeles (hereinafter referred  
to as "County")

AND

ASSOCIATION OF PUBLIC DEFENDER  
INVESTIGATORS (hereinafter referred to as  
"APDI" or "Unions")

WHEREAS, on the 31<sup>st</sup> day of October, 2006, the parties entered into a  
Memorandum of Understanding regarding the Public Defender Investigators Employee  
Unit, which Memorandum of Understanding (MOU) was subsequently approved and  
ordered implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the  
MOU as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

1. Amend Article 5 – Term: to reflect the Terms of the MOU for one (1) year to 12:00 midnight on January 31, 2013.
  
2. Amend Article 6 – Renegotiation: to reflect revisions in the renegotiation dates to correspond to a one year extension of the Term of the MOU:
  - Written Notice to commence negotiations no later than September 5, 2012;
  - Negotiations shall begin no later than October 15, 2012;
  - November 30, 2012, contractual impasse date.
  
3. Amend Article 7 – Salaries, Section 4 (Special Pay Practices/Dress Standards) to provide for payment of the Clothing Allowance and to correspond to a one year extension of the Term of the MOU):
  - Change dates to December 1, 2012, January 1, and 15, 2013.
  
4. Amend Article 9 – Employee Benefits, Section 3 (Sick Leave Accrual Exchange) to correspond to a one year extension of the Term of the MOU:
  - Change date for payment of up to 2 additional sick leave days on July 1, 2012.

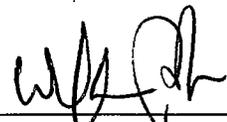
5. This Amendment No. 4 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 4 will be effective when and if approved by said Board of Supervisors in the same manner provided for in Article 4, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month and year first above written.

ASSOCIATION OF PUBLIC  
DEFENDER INVESTIGATORS

By   
Mark Reid  
General Manager

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
William T. Fujioka  
Chief Executive Officer

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO. 5  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
BEACH LIFEGUARDS  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 5 TO THE MEMORANDUM OF UNDERSTANDING, made and entered into this 20<sup>th</sup> day of March, 2012,

BY AND BETWEEN

Authorized Management Representatives  
(hereinafter referred to as "Management") of the  
County of Los Angeles (hereinafter referred to as  
"County")

AND

LOS ANGELES COUNTY FIRE LIFEGUARD  
ASSOCIATION (hereinafter referred to as  
"LACOLA" or "Union")

WHEREAS, on the 5th day of July, 2005, the parties entered into a Memorandum of Understanding regarding the Beach Lifeguards Employee Representation Unit, which Memorandum of Understanding (MOU) was subsequently approved and ordered implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU as set forth hereafter:

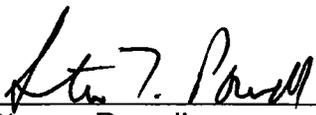
NOW, THEREFORE, the parties agree as follows:

1. Amend Article 4 – Term: Change termination date to 12:00 midnight on December 31, 2012.
2. Amend Article 5 – Renegotiation: Change dates for written commencement of negotiations to July 1, 2012, through August 1, 2012. Change date to begin negotiations to 30 days after receipt of written proposal or September 1, 2012, whichever is later. Change date for automatic impasse to October 31, 2012.
3. Amend Article 8 – Salaries, Section 4 - Sick Leave Accrual Exchange: Change date to receive payment of sick time to July 1, 2012.
4. Amend Article 10 – Special Pay Practices, Section 10 – Wellness/Fitness for Life Bonus: Change date to reflect contract term extension to 12-31-2012.
5. Amend Article 16 – Uniforms: Change dates to reflect contract extension. Employees employed on November 1, 2012, shall be entitled to a lump sum of \$600. Such payment shall be made between December 1, 2012 and December 15, 2012.

6. This Amendment No. 5 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 5 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 5 the day, month and year first above written.

LOS ANGELES COUNTY  
LIFEGUARD ASSOCIATION

By  \_\_\_\_\_  
Steven Powell  
President

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By  \_\_\_\_\_  
William T. Fujioka  
Chief Executive Officer

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO. 5  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
BEACH LIFEGUARDS  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 5 TO THE MEMORANDUM OF UNDERSTANDING, made  
and entered into this 20<sup>th</sup> day of March, 2012,

BY AND BETWEEN

Authorized Management Representatives  
(hereinafter referred to as "Management") of  
the County of Los Angeles (hereinafter referred  
to as "County")

AND

LOS ANGELES COUNTY FIRE LIFEGUARD  
ASSOCIATION (hereinafter referred to as  
"LACOLA" or "Union")

WHEREAS, on the 5th day of July, 2005, the parties entered into a  
Memorandum of Understanding regarding the Supervisory Beach Lifeguards Employee  
Representation Unit, which Memorandum of Understanding (MOU) was subsequently  
approved and ordered implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the  
MOU as set forth hereafter:

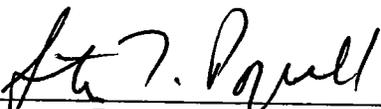
NOW, THEREFORE, the parties agree as follows:

1. Amend Article 4 – Term: Change termination date to 12:00 midnight on December 31, 2012.
  
2. Amend Article 5 – Renegotiation: Change dates for written commencement of negotiations to July 1, 2012, through August 1, 2012. Change date to begin negotiations to 30 days after receipt of written proposal or September 1, 2012, whichever is later. Change date for automatic impasse to October 31, 2012.
  
3. Amend Article 8 – Salaries, Section 4 - Sick Leave Accrual Exchange: Change date to receive payment of sick time to July 1, 2012.
  
4. Amend Article 10 – Special Pay Practices, Section 10 – Wellness/Fitness for Life Bonus: Change date to reflect contract term extension to 12-31-2012.
  
5. Amend Article 16 – Uniforms: Change dates to reflect contract extension. Employees employed on November 1, 2012 shall be entitled to a lump sum of \$600. Such payment shall be made between December 1, 2012 and December 15, 2012.

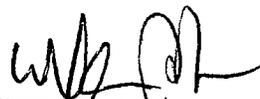
6. This Amendment No. 5 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 5 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 5 the day, month and year first above written.

LOS ANGELES COUNTY  
LIFEGUARD ASSOCIATION

By   
\_\_\_\_\_  
Steven Powell  
President

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
\_\_\_\_\_  
William T. Fujioka  
Chief Executive Officer

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO. 6  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO THE BOARD OF SUPERVISORS  
REGARDING THE  
DEPUTY PROBATION OFFICERS  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 6 TO THE MEMORANDUM OF UNDERSTANDING  
made and entered into this 20<sup>th</sup> day of March, 2012,

BY AND BETWEEN

Authorized Management Representative  
(hereinafter referred to as "Management")  
of the County of Los Angeles (hereinafter  
referred to as "County")

AMERICAN FEDERATION OF STATE,  
COUNTY, AND MUNICIPAL EMPLOYEES  
LOCAL 685 (hereinafter referred to as  
"AFSCME" or "Union")

WHEREAS, on 10<sup>th</sup> day of January, 2006, the parties entered into a  
Memorandum of Understanding regarding the Deputy Probation Officers Employee  
Unit, which Memorandum of Understanding was subsequently approved and ordered  
implemented by the County's Board of Supervisors: and

WHEREAS, as a result of mutual agreement, the parties desire to amend the  
MOU Article as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

1. Amend Article 4 – Term; to extend the Term of the MOU for 1 year to 12:00 midnight on January 31, 2013.
  
2. Amend Article 5 – Renegotiation; to reflect revisions in the renegotiation dates to correspond to a one year extension of the Term of the MOU:
  - Written notice to commence negotiations no later than September 7, 2012;
  
  - Salary proposal shall be presented no later than October 5, 2012;
  
  - Negotiations shall begin no later than October 15, 2012;
  
3. Amend Article 7 – Salaries, Section 6 (Sick Leave Accrual Exchange) to correspond to a one year extension of the Term of the MOU:
  - Change date for payment for up to 2 additional sick leave days on July 1, 2012;

4. Amend Article 40 Uniform, Section 4 to provide for payment for Uniform Allowance to correspond to extension of the Term of the MOU:
  - Change dates to November 1, 2012, December 1 & 15, 2012.
  
5. This Amendment No. 6 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 6 will be effective when and if approved by said Board of Supervisors in the same manner provided for in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 6 the day, month and year first above written.

AMERICAN FEDERATION OF  
STATE, COUNTY AND  
MUNICIPAL EMPLOYEES (AFSCME)

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
Ralph Miller, President  
AFSCME, Local 685

By   
William T. Fujioka  
Chief Executive Officer

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS